

Christy Reagan's leadership as Nurse Educator Manager has resulted in significant cross-functional impact across Cherokee Indian Hospital. Through the development and weekly utilization of the SIMS Lab, Christy supports staff education and competency validation across multiple departments including nursing units, specialty areas, and ancillary services. Her work ensures consistent clinical training standards regardless of department, reducing variability in practice and improving patient safety hospital-wide.

Christy's influence extends beyond current staff to future workforce development. She has fostered strong partnerships with SCC and WCU nursing programs by encouraging and supporting her staff to precept students weekly. Additionally, she developed a Transition to Practice program allowing last-semester nursing students to gain immersive clinical exposure at CIH, strengthening recruitment efforts across departments.

Her enhanced orientation program for new hires and new graduate nurses benefits all clinical areas by ensuring staff are confident in charting systems, workflows, and critical patient-care knowledge before practicing independently. Christy's initiatives consistently bridge education, nursing leadership, clinical departments, and academic partners, demonstrating meaningful cross-functional results that advance quality and safety throughout the organization.

Christy utilizes objective evidence to demonstrate the effectiveness of her educational initiatives. The SIMS Lab is used weekly, with structured training sessions tied to identified competency needs, onboarding requirements, and clinical risk mitigation. Completion of SIMS-based education prior to independent practice provides measurable assurance of staff readiness and skill validation across departments.

Her attainment of Certified Nurse Educator (CNE) status reflects adherence to national standards and evidence-based educational practices. Orientation enhancements for new hire and graduate nurses are guided by feedback, competency checklists, and charting proficiency benchmarks to ensure consistent outcomes prior to floor placement.

Additionally, participation metrics from nursing student preceptorships and the Transition to Practice program provide objective indicators of program growth and sustainability. Christy's repeated advanced SIMS training in Texas has resulted in expanded use of simulation for high-risk, low-frequency scenarios, cultural learning, and clinical decision-making—directly supporting quality improvement and patient safety goals through standardized, measurable educational outcomes.

Christy Reagan's actions directly advance Cherokee Indian Hospital's strategic objectives in Safety, Quality, and People/Stewardship. By expanding and formalizing the use of simulation-based education, Christy has strengthened the hospital's culture of safety through proactive risk mitigation. SIMS Lab training allows staff to practice high-risk, low-frequency clinical scenarios in a controlled environment, reducing the likelihood of adverse events and promoting safe decision-making before staff encounter these situations in patient care settings.

From a Quality perspective, Christy's standardized orientation and competency validation processes ensure consistent clinical practice across departments. Her emphasis on evidence-

based education supports reliable, high-quality care delivery and aligns with CIHA's commitment to clinical excellence.

In the area of People/Stewardship, Christy's investment in staff development, preceptorship, and workforce pipeline programs demonstrates strong stewardship of human resources. By supporting nursing students, new graduates, and experienced staff alike, she strengthens recruitment, retention, and professional growth while ensuring long-term organizational sustainability.

The improvements initiated by Christy Reagan have demonstrated sustainability through consistent, ongoing implementation and integration into standard hospital operations. The SIMS Lab is not a one-time initiative but a regularly utilized resource that continues to support onboarding, annual competencies, remediation, and advanced clinical education. Its weekly use reflects lasting adoption across departments rather than episodic training.

Christy's enhanced orientation and Transition to Practice programs have become established components of nurse onboarding, providing repeatable, structured pathways for new hires and nursing students entering CIHA. These programs ensure continuity of clinical readiness and have contributed to a steady pipeline of prepared, confident nurses entering the workforce.

Additionally, Christy's continued professional development in simulation education and her maintenance of Certified Nurse Educator (CNE) credentials ensure that educational practices remain current, evidence-based, and aligned with evolving standards—supporting long-term improvements in staff competency, patient safety, and care quality.

Christy Reagan's initiatives have improved efficiency by streamlining education, orientation, and competency validation processes across the organization. Standardized SIMS Lab training reduces duplication of effort by providing a centralized, consistent approach to skills validation rather than department-specific variations. This minimizes rework, reduces variability in clinical performance, and accelerates readiness for independent practice.

Her structured orientation program ensures that new hires and graduate nurses achieve baseline proficiency in documentation, workflows, and clinical expectations before transitioning to the unit, reducing the need for extended precepting or corrective training. Simulation-based learning allows staff to gain competence more efficiently than trial-and-error learning in live patient settings.

Overall, Christy's approach promotes consistent clinical performance, decreases process variation, and optimizes staff time—resulting in safer, more efficient care delivery and improved outcomes for both patients and staff.